



Memorandum

Date: June 8, 2020

To: Board of Directors of the Pendleton School District 16R

From: Chris Fritsch, Superintendent
Prepared by Ronda Thornburg, Executive Secretary

Subject: Policy GBEB and AR Communicable Diseases (Staff) - Review

Background: Our current Policy GBEB and AR Communicable Disease is out of date.

Proposal: We bring for your initial review and discussion the Policy GBEB and AR Communicable Diseases (Staff).

Recommendation: Please review the attached policy and AR and provide any input before the first reading.

Pendleton School District 16R

Code: **GBEB**
Adopted: 6/14/99
Readopted: 5/10/10
Orig. Code(s): GBE

Communicable Disease

~~The district shall provide reasonable protection against the risk of exposure to communicable disease for employees while engaged in the performance of their duties. Protection from communicable disease generally shall be through immunization, exclusion or other measures provided for in Oregon Revised Statutes and Oregon Administrative Rules. Employees shall comply with all measures adopted by the district and with all rules set by the Oregon State Health Division and the County Health Department. Employees have a responsibility to report to the district when infected with a communicable disease unless stated otherwise by law.~~

~~Employees shall provide services to students who are infected with a communicable disease except as provided by law. In those cases where a communicable disease is diagnosed and confirmed, the district shall inform the appropriate employees so as to protect against the risk of exposure.~~

~~Employees who have the responsibility to work with or to provide services to persons other than students, shall provide the services to all such persons, including those who are infected with a communicable disease, and shall provide the services in accordance with this policy. Where the district knows that a person is infected with a communicable disease it shall inform the employees, as appropriate, to protect against the risk of exposure.~~

~~No employee shall be denied the opportunity to provide service solely on the basis that the employee is infected with a communicable disease except as otherwise required by law. However, the district may require an employee infected with a communicable disease, which is diagnosed and confirmed, to comply with such reasonable measures, including submission to district paid medical examinations, as may be determined as conditions of continued employment.~~

~~The district shall protect the confidentiality of an employee's health condition/record to the extent possible.~~

END OF POLICY

Legal Reference(s):

ORS 433.255
ORS 433.260

OAR 437-002-0360
OAR 437-002-0377

OAR 581-022-0705

Communicable Disease - GBEB 1-1

OSBA Model Sample Policy

Code: GBEB
Adopted:

Communicable Diseases – Staff

The district shall provide reasonable protection against the risk of exposure to communicable disease for employees while engaged in the performance of their duties. Reasonable protection from communicable disease is generally attained through immunization, exclusion or other measures as provided by Oregon law, by the local health department or in the Communicable Disease Guidance published by the Oregon Department of Education (ODE) and the Oregon Health Authority (OHA).

An employee who knows that he or she has or has been exposed to any restrictable disease, may not attend work unless authorized by Oregon law. When an administrator has reason to suspect that any employee has or has been exposed to any restrictable disease and exclusion is required, the administrator shall send the employee home. If the disease is a reportable disease, the administrator will report the occurrence to the local health department.

Employees shall comply with all other measures adopted by the district and with all rules adopted by Oregon Health Authority, Public Health Division and the local health department.

Employees shall provide services to students as required by law. In cases when a restrictable or reportable disease is diagnosed and confirmed for a student, the administrator shall inform the appropriate employees with a legitimate educational interest to protect against the risk of exposure.

Employees who have the responsibility to work with or to provide services to persons other than students, shall provide the services to all such persons as required by law.

The district shall protect the confidentiality of an employee's health condition and record to the extent possible and consistent with federal and state law.

The district will include, as part of its emergency plan, a description of the actions to be taken by district staff in the case of a declared public health emergency or other catastrophe that disrupts district operations.

The superintendent will develop administrative regulations necessary to implement this policy.

END OF POLICY

Legal Reference(s):

ORS 431.150 to -431.157
ORS 433.001 to -433.526

OAR 333-018
OAR 333-019-0010
OAR 333-019-0014

OAR 437-002-0360
OAR 437-002-0377
OAR 581-022-2220

OREGON DEPARTMENT OF EDUCATION and OREGON HEALTH AUTHORITY, *Communicable Disease Guidance* (2017).
Family Educational Rights and Privacy Act of 1974, 20 U.S.C. § 1232g (2012); Family Educational Rights and Privacy, 34 C.F.R. Part 99 (2017).

Pendleton School District 16R

Code: GBEB/JHCC-AR

Revised/Reviewed: 10/06; 5/10/10

Orig. Code(s): AR-GBEB/JHCC

Communicable Diseases

~~In accordance with state law, rule and health authority communicable disease guidelines, procedures, as established below, will be followed:~~

~~School Restrictable/School Reportable Diseases~~

- ~~1. Restrictable diseases are communicable diseases which occur in a setting where predictable and/or serious consequences may occur to the public. School restrictable diseases are defined as a disease which can be readily transmitted in a school setting and to which students and/or employees in a school may be particularly susceptible;~~
- ~~2. A district employee who is diagnosed to have a school restrictable disease shall not engage in any occupation which involves contact with students as long as the disease is in a communicable stage;~~
- ~~3. A student who is diagnosed to have a school restrictable disease shall not attend school as long as the disease is in a communicable stage. These restrictions are removed by the written statement of the local health officer or designee or a licensed physician (with the concurrence of the local health officer) that the disease is no longer communicable to others in the school setting. For those diseases indicated by an asterisk (*) the restriction may be removed by a school nurse. For pediculosis, or head lice (indicated by a double asterisk (**), the restriction may be removed after the parent provides a signed statement that a recognized treatment has been initiated. School restrictable diseases include, but are not limited to:~~
 - ~~a. Chicken pox*;~~
 - ~~b. Cholera;~~
 - ~~c. Diphtheria;~~
 - ~~d. Measles;~~
 - ~~e. Meningococcal disease;~~
 - ~~f. Mumps*;~~
 - ~~g. Pediculosis** (head lice);~~
 - ~~h. Pertussis (whooping cough);~~
 - ~~i. Plague;~~
 - ~~j. Rubella (German measles);~~
 - ~~k. Scabies*;~~
 - ~~l. Staphylococcal skin infections*;~~
 - ~~m. Streptococcal infections*;~~
 - ~~n. Tuberculosis;~~

o. ~~Pandemic flu or other catastrophe.~~

~~The school administrator may, when he/she has reasonable cause to believe the student has a school restrictable disease, exclude that student from attendance until a physician, public health nurse or school nurse certifies that the student is not infectious to others;~~

- ~~4. The local health officer or designee may allow students and employees with diseases in a communicable stage to continue to attend and to work in a school when measures have been taken to prevent the transmission of the disease;~~
- ~~5. More stringent rules for exclusion from school may be adopted by the local health department or by the district through Board adopted policy;~~
- ~~6. A disease may not be considered to be a school restrictable disease unless it is listed in section 3. above, in accordance with OAR 333-019-0015 (2), it has been designated to be a school restrictable disease through Board policy or the local health administrator determines that it presents a significant public health risk in the school setting;~~
- ~~7. When a person is diagnosed as having diphtheria, measles, pertussis (whooping cough) or rubella (German measles), the local health officer may exclude from any school in his/her jurisdiction any student or employee who is susceptible to that disease.~~
- ~~8. The district's emergency preparedness plan shall address the district's plan with respect to a declared public health emergency at the local or state level.~~

Notification

- ~~1. Any staff member who has reason to suspect that a student is infected with a reportable, but not school restrictable disease shall so inform the school administrator. All employees shall comply with all reporting measures adopted by the district and with all rules set forth by Oregon Health Services and county health department.~~
- ~~2. Employees have a responsibility to report to the district when infected with a school restrictable communicable disease unless stated otherwise by law.~~
- ~~3. In the event a school administrator is informed that a staff member or student may have a reportable disease, he/she will seek confirmation and assistance from the local health department to determine the appropriate district response. Reportable diseases include, but are not limited to:~~
 - ~~a. Acquired immunodeficiency syndrome (AIDS);~~
 - ~~b. Amebiasis;~~
 - ~~c. Anthrax;~~
 - ~~d. Botulism;~~
 - ~~e. Brucellosis;~~

- f. ~~Campylobacteriosis;~~
- g. ~~Chancroid;~~
- h. ~~Chlamydia trachomatis infection of the genital tract;~~
- i. ~~Cholera;~~
- j. ~~Cryptosporidiosis;~~
- k. ~~Diphtheria;~~
- l. ~~Escherichia coli 0157-caused illness;~~
- m. ~~Food borne illness;~~
- n. ~~Giardiasis;~~
- o. ~~Gonococcal infections;~~
- p. ~~Haemophilus influenzae-caused invasive disease;~~
- q. ~~Hemolytic uremic syndrome;~~
- r. ~~Hepatitis (A; B; non A, non B and delta);~~
- s. ~~HIV infection*;~~
- t. ~~Leprosy;~~
- u. ~~Leptospirosis;~~
- v. ~~Listeriosis;~~
- w. ~~Lyme disease;~~
- x. ~~Lymphogranuloma venereum;~~
- y. ~~Malaria;~~
- z. ~~Measles (Rubeola);~~
- aa. ~~Meningococcal disease;~~
- bb. ~~Pelvic inflammatory disease, acute, nongonococcal;~~
- cc. ~~Pertussis;~~
- dd. ~~Plague;~~
- ee. ~~Poliomyelitis;~~
- ff. ~~Psittacosis;~~
- gg. ~~Q fever;~~
- hh. ~~Rabies (human and animal cases);~~
- ii. ~~Rocky Mountain spotted fever;~~
- jj. ~~Rubella (including congenital rubella syndrome);~~
- kk. ~~Salmonellosis (including typhoid fever);~~
- ll. ~~Shigellosis;~~
- mm. ~~Syphilis;~~
- nn. ~~Tetanus;~~
- oo. ~~Trichinosis;~~
- pp. ~~Tuberculosis;~~
- qq. ~~Tularemia;~~
- rr. ~~Yersiniosis~~

~~*Does not apply to anonymous HIV testing.~~

4. ~~With consultation and direction from the district's school nurse or appropriate health authorities, the school administrator or designee shall determine which other persons may be informed of the infectious nature of the individual student or employee within guidelines provided in statute.~~

Education

1. ~~The school administrator or designee shall seek information from the district's school nurse or other appropriate health officials regarding the health needs/hazards of all students and the educational needs of the infected student.~~
2. ~~The school administrator or designee shall, utilizing information obtained in section 1. above, determine an educational program for the infected student and implement same in an appropriate (regular or alternative) setting.~~
3. ~~The school administrator or designee shall, from time to time, review the appropriateness of the educational program and the setting of each individual student.~~

Equipment and Training

1. ~~The school administrator or designee shall, on a case-by-case basis, determine what equipment and/or supplies are necessary in a particular classroom or other setting in order to prevent disease transmission.~~
2. ~~The school administrator or designee shall consult with the district's school nurse or other appropriate health officials as to whether it is necessary to provide special training in the methods of protection from such communicable disease.~~

~~All district personnel will be instructed annually by the school health nurse to use the proper precautions pertaining to blood and body fluid exposure.~~

OSBA Model Sample Policy

Code: GBEB-AR
Revised/Reviewed:

Communicable Diseases – Staff

In accordance with state law, administrative rule, the local health authority and the *Communicable Disease Guidance*, the procedures established below will be followed.

1. “Restrictable diseases” are defined by rule and include but are not limited to chickenpox, diphtheria, hepatitis A, measles, mumps, pertussis, rubella, Salmonella enterica serotype Typhi infection, scabies, Shiga-toxigenic Escherichia coli (STEC) infection, shigellosis and tuberculosis disease, and may include a communicable stage of hepatitis B infection if, in the opinion of the local health officer, the person poses an unusually high risk to others (e.g., a child that exhibits uncontrollable biting or spitting). Restrictable disease also includes any other communicable disease identified in an order issued by the Oregon Health Authority or the local public health officer as posing a danger to the public’s health. A disease is considered to be a restrictable disease if it is listed in Oregon Administrative Rule (OAR) 333-019-0010, or it has been designated to be a restrictable disease by Board policy¹ or by the local health administrator after determining that it presents a significant public health risk in the school setting.
2. “Susceptible” means being at risk of contracting a restrictable disease by virtue of being in one or more categories described in law.
3. “Reportable diseases” means a human reportable disease, infection, microorganism or condition as specified in OAR Chapter 333, Division 18.

Restrictable Diseases

1. An employee of the district will not attend or work at a district school or facility while in a communicable stage of a restrictable disease unless authorized to do so under Oregon law.
2. When an administrator has reason to suspect that an employee has or has been exposed to any restrictable disease that requires exclusion, the administrator shall send the employee home. If the disease is reportable, the administrator will report the occurrence to the local health department.
3. An employee will be excluded in such instances until such time as the employee presents a certificate from a physician, a physician assistant licensed under Oregon Revised Statute (ORS) 677.505-677.525, a nurse practitioner licensed under ORS 678.375-678.390, local health department nurse or school nurse stating that the employee does not have or is not a carrier of any restrictable disease.
4. An administrator will exclude a susceptible employee that has been exposed to a restrictable disease that is also a reportable disease unless the local health officer determines that exclusion is not necessary to protect the public’s health, or the local health officer states the disease is no longer

¹ “OAR 333-019-0010(7) Nothing in these rules prohibits a school or children’s facility from adopting more stringent exclusion standards under ORS 433.284.”

communicable to others or that adequate precautions have been taken to minimize the risk of transmission. The administrator may request the local health officer to make a determination as allowed by law.

5. An administrator may allow attendance of an employee restricted for chickenpox, scabies, staphylococcal skin infections, streptococcal infections, diarrhea or vomiting if the restriction has been removed by a school nurse or health care provider.
6. More stringent exclusion standards for employees from school or work may be adopted by the local health department or by the district through policy adopted by the Board.
7. The district's emergency plan shall address the district's plan with respect to a declared public health emergency at the local or state level.

Reportable Diseases Notification

1. All employees shall comply with all reporting measures adopted by the district and with all rules set forth by Oregon Health Authority, Public Health Division and the local health department.
2. An administrator may seek confirmation and assistance from the local health officer to determine the appropriate district response when the administrator is notified that an employee or a student has been exposed to a restrictable disease that is also a reportable disease.
3. An administrator shall determine other persons with a legitimate educational interest who may be informed of the communicable nature of an individual student's disease, or an employee's communicable disease, within guidelines allowed by law.

Equipment and Training

1. The administrator or designee shall, on a case-by-case basis, determine what equipment and/or supplies are necessary in a particular classroom or other setting in order to prevent disease transmission.
2. The administrator or designee shall consult with the district's school nurse or other appropriate health officials to provide special training in the methods of protection from disease transmission.
3. All district personnel will be instructed annually to use the proper precautions pertaining to blood and body fluid exposure per the Occupational Safety and Health Administration (OSHA).